

AsADWG Meeting
June 5th 2002
Canyon Complex, Rm 165

Attending: Yixiang Duan, Bob Lin, Achla Marathe, John Mitsunaga, Jamal Mohd-Yusof, Deesh Narang, Jasmine Pan, Amy Sahota, Min Park, Sam Subbaswamy

Meeting began at 3:00pm.

Agenda:

- Salary Issue
- Report from Dominic on the NNSA follow up meeting on security
- Is there a need to follow up on the last year's NNSA meeting - Ask DVO to take the lead in arranging a status review meeting between the three labs' working groups
- Progress on May picnic, postponed to June: Rashi Iyer
- OCA conference planning meeting report: Karen Pao
- Report from subcommittee
- Amy Sahota: Briefing on Tri-Lab Retention Efforts

OCA Conference: HR Recruiting team will attend, and they want some API TSM's (Technical Recruiters) to attend with the team, esp. those from divisions with large hiring quotas. Karen Pao is attempting to identify and contact potential recruiters.

June Picnic: No update.

Salary Issue: Recap of the status as of November 2001. GC office does not see the need to pursue the matter any further. Since the GAO report has been released, the need to continue with this matter has been further reduced.

Tri-Lab Meeting: The implementation of these issues is divided among various lab entities, but there is nothing specific for the AsADWG to do in this issue. Our role is to assist the Lab when asked.

Image: Prof. Wang is not yet ready to lift the boycott.

Amy Sahota: OEO is assessing the GAO report. It was NOT an independent study, but rather based on LANL studies (LANL Work Environment Survey and DOE Racial Profiling Study and others) All exempt job categories (65% of workforce) are grouped together. Does not include information since 2000.

Substantial increases in minorities and women since John Browne became director. This year to date: 32% women, 39% minorities for new hires etc.

Overall, numbers have increased, but student and post-doc numbers are down. Prof. Wang has requested more specific information about the improvement in API status at the NNSA labs.

DVO and HR has developed a new list of universities on which to focus for recruiting purposes.

OEO is developing guidelines for training to prepare minorities for management positions.

What other approaches are needed beyond training and assessment

There has to be a good faith effort to broaden the applicant pool, but the hiring selection decision has to be based on competence (for legal reasons).

Amy describes OEO monitoring of hiring/promotion process.

Discussion of the availability of professional development training funds.

Jasmine: Each TSM had 5k for discretionary funding, including training.

The budget allocations vary widely across the lab.

There is an issue of the funding commitment from the lab for diversity issues.

OCA is not a good source for technical recruiting. The benefit lies in image improvement and professional recruiting. Possibly the tri-labs will combine to produce one presence.

There is a need for a labwide recruiting budget.

More discussion of the salary issue and whether it should still be signed off, given the new information that the GAO report uses Lab data rather than an independent audit.

MP: What is the plan going forward We need to create our own mechanisms to assess our status, rather than wait for the (slow) labwide efforts to bear fruit. Ditto on other efforts.

Networking for young staff members.